

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after July 8, 2004, are as follows: Average increases of 19 cents (2.5 percent) for Level 1 and 24 cents (2.7 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase was effective the first day of the first pay period beginning on or after January 1, 2004.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>RANGE HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	142	8.38	11.76	5.50
CASHIER-CHECKER	269	6.35	10.90	5.15
CUSTOMER SERVICE ASST	7	7.90	11.31	5.50
OFFICE CASHIER	14	8.25	10.98	6.25
TELLER	79	9.60	12.29	8.31
DATA ENTRY CLERK	4	7.83	9.30	6.00
DESK CLERK	95	7.12	8.75	6.51
NF - 2				
HEAD SALES PERSON	6	8.56	12.00	6.25
STORE DETECTIVE	21	8.81	11.87	7.00
HEAD CUSTOMER SVC ASST	10	9.66	14.72	6.75
SECRETARY	7	10.71	12.87	9.00
ACCOUNTING TECHNICIAN	12	9.67	10.86	8.15
NF - 3				
DEPARTMENT MANAGER	53	10.95	16.57	7.55
BOOKKEEPER	5	13.07	16.85	6.50

WAGE AREA : #108 Cumberland, NC

ORDER DATE: May 3, 2004

SURVEY : #019/020-35